

# **The Maharashtra Shops and Establishment Act, 1948 and The Maharashtra Shops and Establishment Rules, 1961**

## **Inspection Remarks**

1. Name of the Establishment :-
2. Address of the Establishment :-
3. Owner / Occupir's Name :-
4. Registration Certificate No. :-

Date of Inspection :

Time :

At time of Inspection under the above mentioned act Shri/Smt ..... Designation .....was present . It is observed that .....number of Employees were seen working in the organisation.

The following breaches were detected during the course of inspection-

1. Inspector's visit book is not maintained as per Section 62 read with Rule 20 (13)(a).
2. The registration Certificate is not displayed. This is breach of Section 7(2) .
3. The registration Certificate is not renewed from .....year this is breach of Section 7(2)(a) read with Rule 5.
4. The establishment had started business on date .....but the registration is not obtained within the stipulated time of 30 days. This is breach of Section 7(1)(4) read with Rule 5.
5. The Establishment is found open for business today [Date.....] even though it is the weekly closure day for the establishment. This is breach of Section 18(1).
6. The employer has called the employees for work inplite of it being the weekly holiday of the employee concerned. This is breach of Section 18(2).

7. The muster roll cum wages register is not maintained. This is breach of Section 62 read with Rule 20(6a).
8. The board stating the weekly holiday is not displayed in the premises. This is breach of Section 18(1).
9. The abstract of the act is not displayed. This is breach of Section 62 read with Rule 20[7]
10. The muster roll cum wages register is maintained but columns or details ..... are kept blank or not maintained. This is breach of Section 62 read with Rule 20[9].
11. The employees are not given the annual leave with wages. This is breach of Section 35 [1]
12. Identity Cards are not issued to the employees. This is breach of Section 25.
13. The employees are called for work on 26th January / 1st May / 15th August / 2nd October, but they were not given alternative holiday and wages at double the rate of daily average rate on this day are not paid. This is breach of Section 35[4].
14. The name board of the Establishment is not displayed in Marathi [Devnagari Script]. This is breach of Section 62 read with Rule 20 [A].
15. The first-aid-box is not provided and maintained in the premises. This is breach of Section 42 [A].
16. The changes in the establishment like change in number of workers (increased / decreased), Change in ownership / change in name / change in address etc is not done in the stipulated time. This is breach of Section 8 read with Rule 8.
17. The register showing the date of lime washing, painting etc carried out in the establishment is not maintained. This is breach of Section 62 read with Rule 12[2].
18. The weekly holiday list in form 'L' is not displayed. This is breach of Section 62 read with Rule 20[2-b].

19. The Child Labour [Name.....] is found working in the premises. This is breach of Section 32.
20. No bounded labour was detected during the inspections at the premises.
21. The employees are not paid overtime wages at double the rate of average daily wages for the overtime work they had done. This is breach of Section 62.
22. The said establishment was found open for business after closing hours i.e. 10.00 pm and was catering to the customer. This is breach of Section 11[1][a].
23. Female employees were found working in the premises after 9.30 pm and no exemption is obtained. This is breach of Section 33[3].
24. The employer has not produced the Muster-Roll cum wages register or any documents when demanded by the Inspector. This is breach of Section 51.
25. The employee has been called upon to perform overtime work beyond 8 hours a day and 48 hours in a week. This is breach of Section 14 / 21 / 28.
26. The spread over of the worker is more than 11 / 12 hours. This is breach of Section 16 / 23 / 30.
27. Weekly off is not given to the employee. This is breach of Section 24[1].

The employer is directed to comply with the above breaches within 7 days and produced compliance report before the under signed Inspector.

**Shop Inspector**